UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

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RADIO AND TELEVISION BROADCASTING

AFSC 3N0X2

OSSN 2287

APRIL 1998

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Special Occupational Survey of the Radio and Television Broadcasting career ladder, Air Force Specialty Code (AFSC) 3N0X2. Authority for conducting occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training location, all major using commands, and other interested operations and training officials.

The survey instrument was developed by First Lieutenant Nicole H. Raney, Inventory Development Specialist, with computer programming support furnished by Mr. Tyrone Hill and administrative support provided by Mr. Richard G. Ramos. Second Lieutenant Charlie L. Law, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Additional copies of this report can be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at http://www.omsq.af.mil.

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SUMMARY OF RESULTS

1. **Survey Coverage**: The Radio and Television Broadcasting career ladder was surveyed to obtain current job and task data for use in examining training programs. The survey was conducted jointly with the Public Affairs career ladder (AFSC 3N0X1) Survey results are based on responses from 518 respondents in both the 3N0X1 and 3N0X2 career fields. There are 159 3N0X2 personnel in the current study. This represents 65 percent of all assigned 3N0X2 personnel.

2. **Specialty Jobs**: Three clusters and four independent jobs (IJ) were identified in the career ladder structure analysis. The three clusters were: Supervisors, Television Broadcasting, and Radio Broadcasting. The four IJs were: Television Managers, Instructors, Television Directors, and Spot Announcers.

3. **Career Ladder Progression**: Nearly all 3-skill level personnel perform only technical broadcasting tasks. Although 5-skill level jobs are technically-oriented, they also have a minimal supervisory aspect. The 7-skill level members devote most of their time to supervisory/ management duties, with less emphasis on broadcasting activities.

4. **Job Satisfaction Analysis**: The majority of job satisfaction measures for members of the AFSC 3N0X2 were high. First-enlistment personnel generally have much higher job satisfaction than other career ladders. Additionally, job satisfaction indicators are slightly higher than a comparative sample for 49-96 and 97+ months TAFMS groups. The Instructor Job and Radio Broadcasting Cluster had the highest expressed levels of job satisfaction, while the Television Directors had the lowest level of job satisfaction.

5. **Training Analysis**: A match of survey data to the AFSC 3N0X2 Specialty Training Standard (STS) identified several tasks not referenced to the STS. This high number is expected since most of the tasks not referenced are actually Public Affairs related tasks, instead of Radio and Television Broadcasting tasks. There were some STS line items that were not supported by at least 20 percent of respondents. Career ladder functional managers and training personnel should carefully review the unsupported STS items to justify their continued inclusion in the training documents.

6. **Implications**: Career ladder progression is normal, showing a movement away from the technical broadcasting tasks common at the lower skill levels as the incumbents move toward the 7-skill level. Most personnel are in the Supervisor, Television Broadcasting, or Radio Broadcasting clusters.

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OCCUPATIONAL SURVEY REPORT (OSR)
RADIO TELEVISION BROADCASTING CAREER LADDER
(AFSC 3N0X2)

INTRODUCTION

This is a report of an occupational survey of the Radio and Television Broadcasting career ladder, completed by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey was completed as part of a 5-year cycle. The current Specialty Training Standard (STS) is dated October 1996. The last occupational survey for this career ladder was published in November 1993.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated 31 October 1997, members of the Radio and Television Broadcasting career ladder organize and conduct broadcast operations, program and direct radio and television broadcasts, and prepare informational materials in broadcast format for use by Armed Forces Radio and Television and commercial media. They also serve as talent and operate broadcast equipment.

All members are required to attend the G5ABA3N0X2-001 Basic Broadcasting course. The course, offered at Fort Meade, is 86 days long. Entry into the career ladder currently requires Armed Forces Vocational Aptitude Battery minimum scores of 69, and the strength factor of "H" (weight lift of 50 lbs) must be met or exceeded. In addition, personnel must have a favorable evaluation of a voice audition and the ability to type 20 words per minute for entry into this specialty.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) OSSN 2287, dated February 1997. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal

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interviews with 72 Subject-Matter Experts (SMEs) (selected to cover a variety of major commands (MAJCOMs) and both the Radio and Television Broadcasting and the Public Affairs career ladders) at the following locations:

BASE	UNIT
FT MEADE MD	DINFOS/PAD
RANDOLPH AFB TX	HQ AETC/PA
RANDOLPH AFB TX	HQ AFRS/PA
KELLY AFB TX	HQ AFBS/CCE
LAUGHLIN AFB TX	47 FTW/PA
PENTAGON DC	SAF/PAR
LANGLEY AFB VA	1 FW/PA
DOVER AFB DE	436 AW/PA
MT HOME AFB ID	366 WING/PA
RANDOLPH AFB TX	AFOMS/OMD SKT TEAM
HURLBURT FIELD FL	16 SOW/PA
EGLIN AFB FL	AFDTC/PA
RAMSTEIN AB GE	AFBS/OLA
RAMSTEIN AB GE	86 AW/PA
RAMSTEIN AB GE	HQ USAFE/PA
SPANGDAHLEM AB GE	AFBS/DET 9

Others contacted included Air Force Personnel Center (AFPC) classification personnel, functional and resource managers, and the Air Force Career Field Manager.

The resulting JI contained a comprehensive listing of 812 tasks grouped under 14 duty headings and a background section requesting such information as grade, duty title, functional area, component status, types of equipment operated, job satisfaction, and forms used.

Survey Administration

In July 1997 there were 243 active duty members assigned to the 3N0X2 career ladder. Base Training Offices at operational bases worldwide administered the inventory to 212 eligible AFSC 3N0X2 members. Members eligible for this survey consisted of the total assigned 3-, 5-, and 7- skill levels, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time the JIs were administered to the field; and (4) personnel in their job less than 6 weeks. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by AFPC, Randolph AFB TX.

Respondents were asked to complete an identification and biographical information section first and go through the booklet and check each task performed in their current job. After checking all tasks performed, respondents then rated each of these tasks on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of their time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

The final AFSC 3N0X2 and AFSC 3N0X1 survey sample includes responses from 518 job incumbents, of which 159 members were from the 3N0X2 career field. Table 1 reflects the MAJCOM distribution of assigned AFSC 3N0X2 personnel. The respondents represent 65 percent of the assigned population and 75 percent of those surveyed. Table 2 reflects the distribution by paygrade and component status. These figures show that the sample is representative of the total population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. While most participants in the survey process completed a USAF JI, selected

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TABLE 1

MAJCOM REPRESENTATION OF AFSC 3N0X2 SAMPLE

MAJOR COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	6	6
AETC	6	4
AFMC	1	1
AFNEW	77	80
ZBL	9	0
OTHER*	1	9

*Other includes: AFOFA AND USAFA

	AFSC 3N0X2 ACTIVE DUTY
TOTAL ASSIGNED	243
TOTAL ELIGIBLE	212
TOTAL IN SAMPLE	159
PERCENT OF ASSIGNED IN SAMPLE	65%
PERCENT OF ELIGIBLE IN SAMPLE	75%

*   Assigned strength as of October 1996
**   Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE FOR AFSC 3N0X2

PAYGRADE	PERCENT OF ACTIVE DUTY ASSIGNED	SAMPLE
E-1 to E-3	29	29
E-4	27	29
E-5	25	21
E-6	12	10
E-7	7	10
E-8	-	1
E-9	-	-

* Assigned strength as of July 1997

senior AFSC 3N0X2 personnel were also asked to complete booklets providing judgments on task training emphasis (TE) or task difficulty (TD). The information gained from task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 30 senior NCOs from the career ladder who completed a TE booklet were asked to select tasks they felt required some structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 10 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, Field Training Detachments, Mobile Training Teams, Formal On-the-Job Training (OJT), or any other organized training method. There was very good agreement among the 30 raters as to which tasks require some form of structured training and which do not. The average TE rating was 1.37, with a standard deviation of 1.76. Any task with a TE rating of 3.13 or above is considered to have high training emphasis.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 27 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 10-point scale (i.e., extremely low to extremely high). Ratings were standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting Air Force Specialty entry-level jobs.

SPECIALTY JOBS
(Career Ladder Structure)

The occupational analysis process begins with an examination of the career ladder structure. The structure of jobs within the Radio and Television Broadcasting career ladder was examined on the basis of similarity of tasks performed and the relative percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and the relative amount of time spent on tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the

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most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings.

The basic group used in this hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs. The resulting job structure information can be used to evaluate the accuracy of career ladder documents (i.e., AFMAN 36-2108 *Specialty Descriptions*, the Career Field Education and Training Plan, and STSs), as well as to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the AFSC 3N0X2 career ladder structure.

Overview of Specialty Jobs

A listing of these jobs and job clusters is provided below and is illustrated in Figure 1. The stage (STG) number shown beside each title references computer printed information, the letter "N" represents the number of personnel in each group.

I. SUPERVISORS CLUSTER (STG072, N=35)

II. TELEVISION MANAGERS JOB (STG074, N=7)

III. INSTRUCTORS JOB (STG054, N=5)

IV. TELEVISION DIRECTORS JOB (STG096, N=7)

V. TELEVISION BROADCASTING CLUSTER (STG082, N=44)

VI. RADIO BROADCASTING CLUSTER (STG055, N=29)

VII. SPOT ANNOUNCERS JOB (STG071, N=8)

The respondents forming these jobs account for 84 percent of the survey sample. The remaining 16 percent were performing tasks or series of tasks which did not group with any of the defined jobs. This high percentage of Not Grouped could be attributed to the joint study with the Public Affairs career field.

3N0X2 CAREER LADDER JOBS

FIGURE 1

- Spot Announcing 5%
- Radio Broadcasting 18%
- Not grouped 15%
- TV Broadcasting 28%
- Supervisors 22%
- TV Managers 4%
- Instructors 3%
- TV Directors 4%
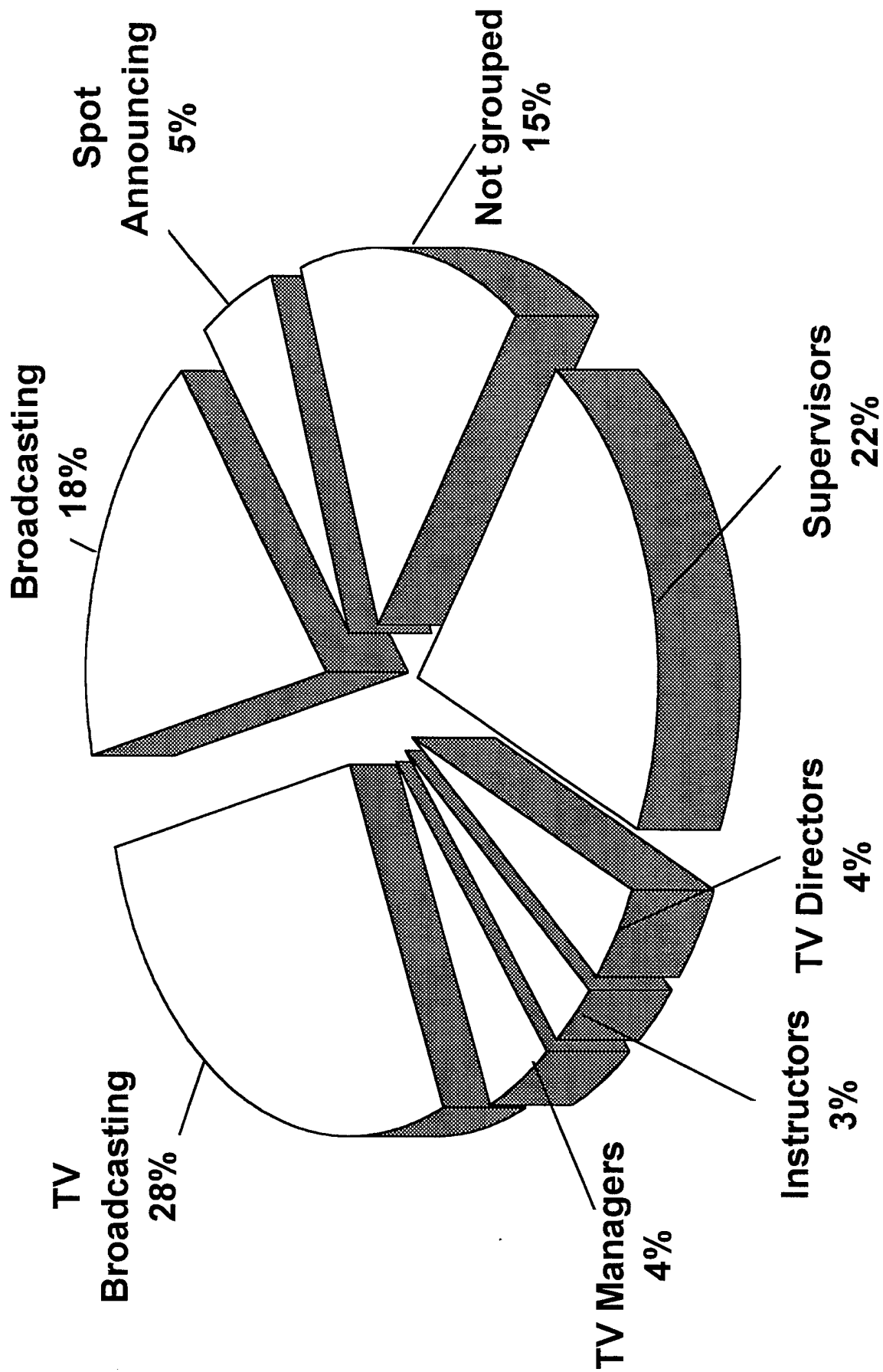
Group Descriptions

The following paragraphs contain brief descriptions of the jobs and cluster identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs, while Table 4 provides demographic information for each job discussed within this report. Representative tasks for all the groups are contained in Appendix A.

I. <u>SUPERVISORS CLUSTER (STG072)</u>. The 35 members of this cluster comprise 22 percent of the survey sample. Personnel in the Supervisors Cluster work primarily on management and supervisory tasks. This includes evaluating personnel, attending and participating in general meetings, determining and establishing work assignments and schedules and counseling subordinates. Over 43 percent of their job time is spent performing management and supervisory activities, more time than members of any other job. The members of this cluster perform an average of 138 tasks, which is much higher than other jobs. The high number of tasks is typical of supervisors since they perform both the technical tasks in the career field, in addition to the supervisory tasks required of their position. Members of this cluster are distinguished by the time they spend on the following tasks:

> supervise military personnel
> evaluate personnel for compliance with performance standards
> critique broadcasts and on-air products
> schedule work assignments or priorities
> evaluate work schedules
> supervise broadcast operations
> counsel subordinates concerning personal matters
> write performance reports or supervisory appraisals
> direct training functions
> evaluate workload requirements

Most of the personnel in this cluster hold the 7-skill level and are in paygrades E-5, E-6, and E-7. Ninety-seven percent of personnel in the Supervisors Cluster report having supervisory responsibilities.

II. <u>TELEVISION MANAGERS JOB (STG074)</u>. Comprising 4 percent of the survey sample, this job includes 7 members who are responsible for television management related duties. Much of their time is spent performing tasks related to television operations; however, they are also performing a large number of management tasks. Thirty-nine percent of their time is spent performing management and supervisory activities, which is second only to the Supervisors Cluster. Members of this job also spend 40 percent of their time performing general broadcasting and television broadcasting activities. This high percentage of time spent on broadcasting activities is what distinguishes the Television Managers Cluster from the Supervisors Cluster.

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TABLE 3

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES BY SPECIALTY JOBS FOR AFSC 3N0X2

DUTIES	SUPERVISOR (STG072) (N=35)	TV MANAGERS (STG074) (N=7)	INSTRUCTORS (STG054) (N=5)	TV DIRECTORS (STG096) (N=7)
A GENERAL BROADCASTING ACTIVITIES	11	21	8	32
B TELEVISION BROADCASTING ACTIVITIES	13	19	6	43
C RADIO BROADCASTING ACTIVITIES	3	1	2	3
D WRITING	2	*	5	3
E EDITING	1	-	5	1
F COMMUNITY RELATIONS	2	1	*	-
G MEDIA RELATIONS	2	1	1	1
H INTERNAL INFORMATION	2	1	*	1
I PHOTOGRAPHY	*	2	1	*
J PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	43	39	15	9
K PERFORMING TRAINING ACTIVITIES	12	8	47	5
L PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	3	4	2	1
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	3	6	2
N PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	*	*	*

* Denotes less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES BY SPECIALTY JOBS FOR AFSC 3N0X2

DUTIES	TV BROADCAST (STG082) (N=44)	RADIO BROADCAST (STG055) (N=29)	SPOT ANNOUNCER (STG071) (N=8)
A GENERAL BROADCASTING ACTIVITIES	18	17	25
B TELEVISION BROADCASTING ACTIVITIES	46	12	55
C RADIO BROADCASTING ACTIVITIES	14	47	4
D WRITING	10	3	*
E EDITING	1	1	1
F COMMUNITY RELATIONS	1	2	2
G MEDIA RELATIONS	3	2	1
H INTERNAL INFORMATION	2	2	-
I PHOTOGRAPHY	*	*	1
J PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	8	4
K PERFORMING TRAINING ACTIVITIES	1	3	1
L PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	1	1	1
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	1	1
N PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	4

* Denotes less than 1 percent

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TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS FOR AFSC 3N0X2

	SUPERVISOR (STG072)	TV MANAGERS (STG074)	INSTRUCTORS (STG054)	TV DIRECTORS (STG096)
NUMBER IN GROUP	35	7	5	7
PERCENT OF SAMPLE	22%	4%	3%	4%
PERCENT IN CONUS	31%	100%	80%	100%
DAFSC DISTRIBUTION:				
3N032	6%	0%	0%	14%
3N052	37%	29%	0%	71%
3N072	51%	71%	80%	14%
OTHER**	6%	0%	20%	0%
PAYGRADE DISTRIBUTION				
E-1 to E-3	0%	14%	0%	0%
E-4	6%	14%	0%	57%
E-5	31%	29%	20%	29%
E-6	29%	0%	20%	14%
E-7	31%	43%	40%	0%
E-8	0%	0%	20%	0%
E-9	3%	0%	0%	0%
PERCENT SUPERVISING	97%	86%	0%	29%
AVERAGE NUMBER OF TASKS PERFORMED	138	50	37	40

*   Denotes less than 1 percent

**   Other includes personnel from DAFSC 3N0X1

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS FOR AFSC 3N0X2

	TV BROADCAST (STG082)	RADIO BROADCAST (STG055)	SPOT ANNOUNCERS (STG071)
NUMBER IN GROUP	44	29	8
PERCENT OF SAMPLE	28%	18%	5%
PERCENT IN CONUS	11%	7%	13%
DAFSC DISTRIBUTION:			
3N032	45%	52%	63%
3N052	52%	41%	25%
3N072	2%	3%	13%
OTHER**	0%	3%	0%
PAYGRADE DISTRIBUTION			
E-1 to E-3	41%	55%	63%
E-4	36%	28%	25%
E-5	20%	14%	13%
E-6	2%	3%	0%
E-7	0%	0%	0%
E-8	0%	0%	0%
E-9	0%	0%	0%
PERCENT SUPERVISING	14%	24%	0%
AVERAGE NUMBER OF TASKS PERFORMED	65	79	32

*   Denotes less than 1 percent

**   Other includes personnel from DAFSC 3N0X1

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Personnel in the Television Managers Job perform an average of 50 tasks. This number is about average when compared to other clusters and jobs. Some of the tasks which distinguish this job are:

> program TV automation systems
> evaluate quality of TV programs or inserts
> monitor satellite network advisories
> annotate TV program logs
> manage TV operations activities
> review radio or TV program logs for accuracy and content
> maintain spot air tapes
> duplicate audiotapes or videotapes
> perform checks of broadcast equipment
> determine timings for local productions

Seventy-one percent of the personnel in the Television Managers Job are at the 7-skill level. The majority of the personnel in this job are paygrade E-7. Eighty-six percent of the personnel in this job report supervising others, which is second only to the Supervisors Cluster.

III. INSTRUCTORS JOB (STG054) The five members in this job perform mostly training activities. Personnel in this job are primarily responsible for formal classroom training. The members of this job form 3 percent of the sample, which makes it the smallest job identified. Forty-seven percent of their time is spent performing training activities, while 15 percent is spent performing management and supervisory activities. Members of this job spend only 14 percent of their time performing general broadcasting and television broadcasting activities, which is lower than any other job or cluster identified. Overall, an average of 37 tasks are performed by personnel in this cluster, which is the second lowest, when compared to the other clusters and jobs. This low number of tasks performed suggest that this is a very specialized job. Tasks that distinguish this job include:

> evaluate progress of trainees
> conduct formal course classroom training
> personalize lesson plans
> inspect training materials or aids for operation or suitability
> counsel trainees on training progress
> evaluate personnel to determine training needs

develop training materials or aids
evaluate training methods or techniques of instructors
administer or score tests

Eighty percent of the personnel in this job are at the 7-skill level. Forty percent of the personnel in the Instructors Job hold the paygrade of E-7. None of the respondents for the Instructors Job indicated they were supervising.

IV. TELEVISION DIRECTORS JOB (STG096). The 7 members of the Television Directors Job comprise 4 percent of the survey sample. Members of this job spend the majority of their time performing tasks related to general broadcasting and television broadcasting activities. Thirty percent of their time is spent performing general broadcasting activities, while 43 percent of their time is spent performing television broadcasting activities. Members of this job conduct rehearsals, work with background props, and are responsible for the audio-visual aspects of broadcasting activities. An average of 40 tasks are performed, which is somewhat low when compared to other jobs. Some tasks which are representative of the job are:

operate TV studio cameras
select and set up TV studio lighting
select and set up microphones
conduct crew rehearsals
shoot special event programs
select and set up remote TV production lighting
design and construct news or interview sets
design production aids
rewrite copy to broadcast style
develop special event programs

Most of the personnel in the Television Directors Job are at the 5-skill level. Additionally, 14 percent were also in the 3-skill level and 14 percent were in the 7-skill level. Fifty-seven percent of the members of this job are in paygrade E-4. There are not any members above the E-6 skill level. The percent supervising is 29 percent for this job.

V. TELEVISION BROADCASTING CLUSTER (STG082). The 44 members of this cluster represent 28 percent of the survey sample, the largest cluster or job identified for the 3N0X2 career field. Members of this cluster are responsible for a variety of television broadcasting activities, including writing, editing and shooting news inserts and features. Additionally, personnel in this cluster conduct Electronic News Gathering solo and as a team. Personnel in the Television Broadcasting Cluster spend 46 percent of their time performing television broadcasting activities, which is second highest only to the Spot Announcers Job.

Personnel also spend 18 percent of their time performing general broadcasting activities. Members of this cluster perform an average of 65 tasks. This is fairly high when compared to the other job groups, suggesting personnel in this cluster are not as specialized in the tasks they perform. Only 11 percent of the personnel in this cluster report working in the Continental United States (CONUS), which is second lowest only to the Radio Broadcasting Cluster. Representative tasks performed by members of this cluster include:

> write TV news inserts
> edit TV news inserts
> shoot TV news inserts
> compile news inserts
> write TV newscast scripts
> shoot TV features
> write TV features
> edit TV features
> operate TV studio cameras
> clean video camera lens and accessories

Fifty-two percent of the members in the Television Broadcasting Cluster are at the 5-skill level, while 45 percent are at the 3-skill level. Only 2 percent of this cluster are at the 7-skill level, which is the lowest of any job or cluster identified. Forty-one percent of the cluster are in the E-1 through E-3 paygrade, and 36 percent are in the E-4 paygrade. Only 14 percent of the personnel report to supervising other personnel.

VI. RADIO BROADCASTING CLUSTER (STG055). The 29 members forming this cluster are primarily responsible for radio broadcasting activities. Comprising 18 percent of the survey sample, this cluster is the third largest job or cluster identified. Members of this cluster perform tasks such as announce radio spots and music programs; write, record and edit radio spot announcements; and selecting music to play. Forty-seven percent of their time is spent performing radio broadcasting activities, which is much higher than any other job or cluster. Additionally, 17 percent of their time is spent performing general broadcasting activities. Only 7 percent of the personnel in this cluster report working in CONUS, which is lower than any other job or cluster. The average number of tasks performed was 79 for members in the Radio Broadcasting Cluster, which is second highest, only behind the Supervisors Cluster. This cluster is distinguished by the following tasks:

> announce radio spots
> announce radio music programs
> operate audio consoles
> write radio spot announcements
> prepare music show elements for air

edit radio spot announcements
        record radio spot announcements
        conduct in-studio radio interviews
        annotate radio program logs
        select music show elements

Fifty-two percent of the Radio Broadcasting Cluster hold the 3-skill level and 41 percent the 5-skill level. Fifty-five percent of the personnel in this cluster are in paygrades E-1 through E-3 and 28 percent are in paygrade E-4. Twenty-four percent report supervising, which is fairly low when compared to the other clusters and jobs.

        VII. SPOT ANNOUNCERS JOB (STG071) The 8 members comprising this job represent 5 percent of the survey sample. Personnel in the Spot Announcers Job perform primarily spot announcing tasks, including: writing, developing, editing, producing and shooting spot announcements. Members of the Spot Announcing Job report spending 55 percent of their time performing television broadcasting activities and 25 percent of their time is spent performing general broadcasting activities. This high percentage of broadcasting duties is higher than any other job or cluster. Personnel in this job perform an average of 40 tasks, which is about average compared to other jobs. Representative tasks performed by members of this cluster include:

        write TV spot announcements
        edit TV spot announcements
        develop TV spot announcement concepts
        shoot TV spot announcements
        maintain TV spot inventories
        produce emergency spot announcements
        broadcast emergency spot announcements
        coordinate emergency spot announcements with appropriate
          personnel
        record radio spot announcements

Sixty-three percent of the members in the Spot Announcers Job are at the 3-skill level with 25 percent at the 5-skill level. Sixty-three percent are in paygrade E-1 through E-3, and 25 percent are in paygrade E-4. None of the personnel in this job report supervisory responsibilities.

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Comparison of Current Jobs to Previous Survey Findings

The previous OSR, completed in November 1993, surveyed the Public Affairs, Journalists, and Broadcasting personnel across all of the services. Since the current study only surveyed the Public Affairs and Radio and Television Broadcasting career fields, it is not feasible to compare the results of the current study to the previous OSR.

Summary

Utilizing the special job-identifying techniques described at the beginning of this section, three clusters and four jobs were identified in the career ladder structure analysis. The three clusters and four jobs were directly involved in performing the full range of duties and responsibilities of the Radio and Television Broadcasting career field.

The largest cluster was the Television Broadcasting Cluster, followed by the Supervisors Cluster and the Radio Broadcasting Cluster. Most job groups have similar tasks that involve general broadcasting activities.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the STS, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 5, while Table 6 offers another perspective by displaying the average percent time spent on each duty across the skill-level groups. Both 3- and 5-skill level groups perform mostly technical, broadcasting duties, with 5-skill level personnel also performing some supervisory duties. Seven-skill level members report a large amount of their job time is spent on supervisory duties, with less of their time spent on broadcasting duties than the 3- and 5-skill levels. The 7-skill level also has the highest percentage of their time working on training personnel (see Table 6). This indicates a career ladder with a high level broadcasting duties for all personnel up to and including 7-skill level personnel.

TABLE 5

DISTRIBUTION OF AFSC 3N0X2 MEMBERS ACROSS SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

SPECIALTY JOBS		3N032 (N=53)	3N052 (N=66)	3N072 (N=40)
I.	SUPERVISORS	4	20	45
II.	TV MANAGERS	0	3	13
III.	INSTRUCTORS	0	0	10
IV.	TV DIRECTORS	2	8	3
V.	TV BROADCASTERS	38	35	3
VI.	RADIO BROADCASTERS	28	18	3
VII.	SPOT ANNOUNCERS	9	3	3
VIII.	NOT GROUPED	19	13	20

TABLE 6

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY TOTAL DAFSC 3N0X2 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES		DAFSC 3N032 (N=53)	DAFSC 3N052 (N=66)	DAFSC 3N072 (N=40)
A	GENERAL BROADCASTING ACTIVITIES	19	19	13
B	TELEVISION BROADCASTING ACTIVITIES	35	30	11
C	RADIO BROADCASTING ACTIVITIES	25	15	3
D	WRITING	6	5	3
E	EDITING	1	1	2
F	COMMUNITY RELATIONS	1	1	1
G	MEDIA RELATIONS	3	2	3
H	INTERNAL INFORMATION	1	2	2
I	PHOTOGRAPHY	*	1	1
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	14	36
K	PERFORMING TRAINING ACTIVITIES	1	5	13
L	PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	1	2	4
M	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	4
N	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	3

* Denotes less than 1 percent

NOTE: Columns may not add up to 100 percent due to rounding

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Skill-Level Descriptions

DAFSC 3N032. The 53 airmen at the 3-skill level perform an average of 56 tasks. This low number is expected because the personnel are primarily in their first enlistment and doing a small number of technical tasks. Thirty-eight percent of the 3-skill level are grouped into the Television Broadcasting Cluster, while 28 percent of the 3-skill level are in the Radio Broadcasting Cluster (Table 5). Table 6 shows average percent time spent performing duties by skill level. As shown in Table 6, 35 percent of the respondents' time is spent performing television broadcasting activities and 25 percent of their time is utilized performing radio broadcasting activities. In addition, 19 percent of their time is spent performing general broadcasting activities. Their job focus is shown in Table 7, which lists representative tasks performed by the 3-skill level respondents. Most of the tasks performed by the 3-skill level are indicative of radio or television broadcasting activities.

DAFSC 3N052. The 66 airmen in the 5-skill level perform an average of 77 tasks. Personnel are doing more tasks as they get more proficient in the tasks they learn at the 3-skill level. As with 3-skill level personnel, the largest percentages of 5-skill level incumbents work in the Television Broadcasting Cluster. However, the second highest concentration for the 5-skill level is the Supervisors Cluster. As shown in Table 6, 30 percent of the respondents' time is spent performing television broadcasting activities. Additionally, 19 percent of their time is spent performing general broadcasting activities, while 15 percent of their time is spent performing radio broadcasting activities. The 5-skill level also spends 14 percent of their time performing management and supervisory activities, which is an increase from the 3-skill level. Table 8 shows the representative tasks performed by the 5-skill level personnel. This table indicates that the 5-skill level members are performing a wide variety of tasks, which is expected at this level. Table 9 shows those tasks which best differentiate the 3- and 5-skill levels. This table indicates the 5-skill level personnel are performing evaluative tasks much more than the 3-skill level. This is expected since evaluation is primarily a supervisory task.

DAFSC 3N072. The 40 NCOs in the 7-skill level perform an average of 94 tasks. Table 6 outlines the duties performed by the 7-skill level personnel. As seen in Table 6, 7-skill level personnel report spending 36 percent of their time performing management and supervisory activities. Only 13 percent of their time is spent performing general broadcasting activities, 11 percent of their time is spent performing television broadcasting activities, and only 3 percent of their time is spent performing radio broadcasting activities. As Table 5 demonstrates, unlike their junior counterparts at the 3- and 5-skill levels, 45 percent of the total sample were grouped into the Supervisors Cluster. Table 10 lists the most common tasks performed by 7-skill level personnel. Table 11 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, key differences at the 7-skill level are greater emphasis on supervision and administration, with less emphasis on broadcasting tasks.

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3N032 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=53)
A4	Broadcast emergency spot announcements	70
A24	Duplicate audiotapes or videotapes	68
A41	Rewrite copy to broadcast style	64
A5	Catalog and label locally produced broadcasting materials	64
B54	Conduct ENG solo	62
A42	Select and set up microphones	62
A18	Degauss tapes	62
C124	Operate audio consoles	58
C106	Announce radio spots	58
C105	Announce radio news, weather, or sports, other than sports play-by-play broadcasts	58
B59	Create messages on character generators	58
A33	Produce emergency spot announcements	57
B46	Announce TV news, weather, or sports	55
B47	Announce TV spots	55
C136	Select background music or sound effects for radio productions	55
B84	Operate TV studio cameras	53
B102	Write TV spot announcements	51
C135	Record radio spot announcements	51
A2	Arrange or coordinate Electronic News Gathering (ENG) with appropriate personnel	51
B100	Write TV news inserts	49
C143	Write radio spot announcements	49
C120	Edit radio spot announcements	49
B96	Shoot TV news inserts	47
C104	Announce radio music programs	47
B51	Compose TV graphics	47
B95	Shoot TV features	45
B97	Shoot TV spot announcements	45
B53	Conduct ENG as a team	45
C109	Conduct in-studio radio interviews	45
A30	Maintain stock video and audio libraries	45
B50	Compile news elements for TV newscast scripts	43
B78	Edit TV spot announcements	43
C107	Compile news elements for radio newscast scripts	43
C126	Prepare music show elements for air	43
A32	Perform checks of broadcast equipment	43
B76	Edit TV news inserts	42
B99	Write TV features	42
C142	Write radio readers	40
B66	Develop TV spot announcement concepts	40

* Average Number of Tasks Performed - 56

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3N052 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=66)
A42	Select and set up microphones	80
A24	Duplicate audiotapes or videotapes	74
B54	Conduct ENG solo	71
A41	Rewrite copy to broadcast style	71
B53	Conduct ENG as a team	65
A18	Degauss tapes	62
A5	Catalog and label locally produced broadcasting materials	62
C124	Operate audio consoles	61
A2	Arrange or coordinate Electronic News Gathering (ENG) with appropriate personnel	59
B59	Create messages on character generators	59
B96	Shoot TV news inserts	56
B100	Write TV news inserts	55
B76	Edit TV news inserts	55
B49	Clean video camera lens and accessories	55
A13	Coordinate broadcasting activities with public affairs office	55
A30	Maintain stock video and audio libraries	53
A32	Perform checks of broadcast equipment	52
B84	Operate TV studio cameras	52
A43	Submit radio or TV news stories to outside news agencies	52
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	50
B74	Edit TV features	48
B91	Select and set up remote TV production lighting	47
B50	Compile news elements for TV newscast scripts	47
A12	Conduct site surveys of broadcast locations	47
B47	Announce TV spots	47
B46	Announce TV news, weather, or sports	45
B95	Shoot TV features	45
J529	Critique broadcasts and on-air products	45
C111	Conduct telephone radio interviews	45
B102	Write TV spot announcements	44
B101	Write TV newscast scripts	42
C141	Write radio newscast scripts	42
J565	Evaluate audio and video products for quality and policy compliance	42
B56	Conduct in-studio TV interviews	41
C106	Announce radio spots	39
E191	Check copy for style	38
B78	Edit TV spot announcements	38
B99	Write TV features	38
B90	Select and set up TV studio lighting	35

* Average Number of Tasks Performed - 77

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TABLE 9

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 3N032 AND DAFSC 3N052 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 3N032 (N=53)	DAFSC 3N052 (N=66)	DIFF
A4	Broadcast emergency spot announcements	70	43	27
C105	Announce radio news, weather, or sports, other than sports play-by-play broadcasts	59	35	24
J565	Evaluate audio and video products for quality and policy compliance	11	42	-31
K678	Schedule training	6	35	-29
J577	Evaluate radio or TV news stories for worldwide distributions	4	32	-28
K679	Schedule personnel for training	6	34	-28
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	23	50	-27
J575	Evaluate personnel for compliance with performance standards	6	32	-26
J561	Establish performance standards for subordinates	6	31	-25
K657	Conduct broadcast-specific OJT	15	39	-24
J529	Critique broadcasts and on-air products	23	46	-23
B49	Clean video camera lens and accessories	32	54	-22
A40	Review and select broadcast materials for annual media contests	10	32	-22
J576	Evaluate personnel for promotion, demotion, reclassification, or special awards, other than media contest awards	5	27	-22
B79	Evaluate quality of TV programs or inserts	15	36	-21
J638	Supervise military personnel	8	29	-21
J528	Counsel subordinates concerning personal matters	8	29	-21
J627	Schedule work assignments or priorities	8	29	-21
K671	Evaluate progress of trainees	8	29	-21
K667	Evaluate personnel to determine training needs	9	30	-21

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TABLE 10

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3N072 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=40)
J565	Evaluate audio and video products for quality and policy compliance	65
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	63
J547	Develop or establish work methods or procedures	63
A24	Duplicate audiotapes or videotapes	60
J575	Evaluate personnel for compliance with performance standards	60
K657	Conduct broadcast-specific OJT	60
K671	Evaluate progress of trainees	58
J529	Critique broadcasts and on-air products	58
K667	Evaluate personnel to determine training needs	58
J535	Determine or establish work assignments or priorities	58
J638	Supervise military personnel	55
K660	Determine training requirements	55
B79	Evaluate quality of TV programs or inserts	53
J627	Schedule work assignments or priorities	53
K664	Develop training programs, plans, or procedures	53
J645	Write performance reports or supervisory appraisals	53
J576	Evaluate personnel for promotion, demotion, reclassification, or special awards, other than media contest awards	50
J569	Evaluate internal and external information products for content and quality	50
K659	Counsel trainees on training progress	50
J550	Direct training functions	50
A41	Rewrite copy to broadcast style	48
A32	Perform checks of broadcast equipment	48
A18	Degauss tapes	40
J632	Supervise broadcast operations	40
L689	Coordinate electronic text transfer, such as internet or e-mail, with appropriate personnel	38
B59	Create messages on character generators	38
E191	Check copy for style	35
C124	Operate audio consoles	35
K673	Inspect training materials or aids for operation or suitability	33
A42	Select and set up microphones	30
K674	Personalize lesson plans	30
A30	Maintain stock video and audio libraries	25
K655	Conduct formal course classroom training	20
G309	Analyze trade publications for market potential	18
J504	Analyze external audiences	10

* Average Number of Tasks Performed - 94

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 3N052 AND DAFSC 3N072 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 3N052 (N=66)	DAFSC 3N072 (N=40)	DIFF
A42	Select and set up microphones	80	30	50
A5	Catalog and label locally produced broadcasting materials	62	15	47
B76	Edit TV news inserts	55	10	45
B96	Shoot TV news inserts	56	12	44
B54	Conduct ENG solo	71	32	39
B74	Edit TV features	48	10	38
B100	Write TV news inserts	54	17	37
B95	Shoot TV features	45	10	35
B53	Conduct ENG as a team	65	30	35
C111	Conduct telephone radio interviews	45	12	33
C141	Write radio newscast scripts	42	10	32
A4	Broadcast emergency spot announcements	42	10	32
B49	Clean video camera lens and accessories	55	23	32
B50	Compile news elements for TV newscast scripts	47	15	32
J525	Coordinate broadcast policies with higher headquarters	5	43	-38
J535	Determine or establish work assignments or priorities	21	57	-36
K670	Evaluate effectiveness of training programs, plans, or procedures	12	47	-35
J547	Develop or establish work methods or procedures	29	63	-34
J644	Write job or position descriptions	9	42	-33
J564	Evaluate AFRTS station operations	5	38	-33

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Summary

The Radio and Television Broadcasting career ladder progression follows a normal pattern of technical job focus at the 3-skill level. Personnel slowly progress into supervisory duties in the 5-skill level, but are still performing mostly technical broadcasting tasks, while at the 7-skill level, they are primarily concerned with supervising and training personnel. At the 7-skill level, 3N0X2 members spend most of their time performing supervisory activities, with a sharp decrease in broadcasting activities. Members in the 7-skill level are also performing more training tasks.

TRAINING ANALYSIS

Occupational survey data represent one of many sources of information which are used to assist in the development of training programs for career ladder personnel. OSR data useful to training personnel include job descriptions for the various jobs performed within a career ladder, distribution of personnel across career ladder jobs, percentages of personnel performing specific tasks, and percentages of personnel maintaining specific equipment or systems, as well as the difficulty of tasks and TE ratings gathered from senior members of the career ladder.

First Enlistment Analysis

In this study, there are 57 Radio and Television Broadcasting members in their first enlistment (1-48 months TAFMS), representing 36 percent of the survey sample. As displayed in Table 12, 36 percent of their time is spent performing television broadcasting activities, 25 percent of their time is spent performing radio broadcasting activities, and 19 percent of their time is spent performing general broadcasting activities. Figure 2 shows that 39 percent of first-enlistment personnel are working on in the Television Broadcasting Cluster, while 28 percent are working in the Radio Broadcasting Cluster. Additionally, 11 percent of first-enlistment personnel were in the Spot Announcers Job, and 5 percent are in the Television Managers and Television Directors jobs, and the Supervisors Cluster. There were not any first-enlistment personnel in the Instructor Job. Eighteen percent of first-enlistment personnel were not grouped into any of the jobs or clusters identified through job structure analysis.

Table 13 displays commonly performed tasks for active duty first-enlistment personnel. The majority of tasks displayed involve technical broadcasting activities.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can help technical school personnel decide which entry-level training tasks to emphasize. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank ordering of those tasks

TABLE 12

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES
BY ACTIVE DUTY FIRST-ENLISTMENT AFSC 3N0X2 PERSONNEL

DUTY		AVERAGE PERCENT TIME SPENT (N=57)
B	TELEVISION BROADCASTING ACTIVITIES	36
C	RADIO BROADCASTING ACTIVITIES	25
A	GENERAL BROADCASTING ACTIVITIES	19
D	WRITING	6
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3
G	MEDIA RELATIONS	2
F	COMMUNITY RELATIONS	2
K	PERFORMING TRAINING ACTIVITIES	1
E	EDITING	1
H	INTERNAL INFORMATION	1
N	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
M	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1
I	PHOTOGRAPHY	1
L	PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	1

3N0X2 FIRST-ENLISTMENT JOBS

FIGURE 2

Spot
Announcing
11%

Not Grouped
18%

Others
5%

Radio
Broadcasting
28%

TV
Broadcasting
39%
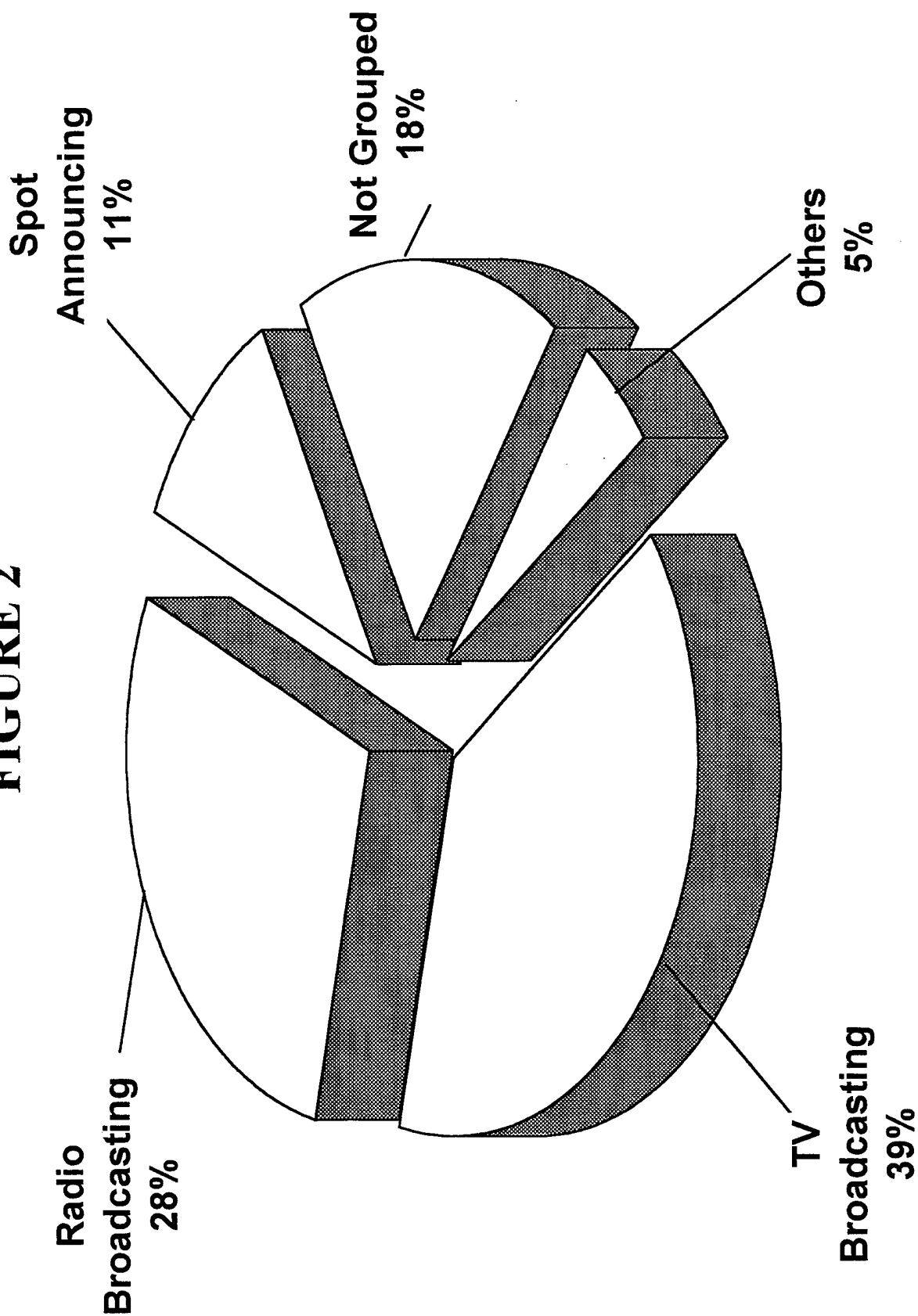
TABLE 13

MOST COMMONLY PERFORMED TASKS FOR ACTIVE DUTY FIRST-ENLISTMENT 3N0X2 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=57)
A4	Broadcast emergency spot announcements	72
A24	Duplicate audiotapes or videotapes	70
A18	Degauss tapes	68
A5	Catalog and label locally produced broadcasting materials	68
B54	Conduct ENG solo	65
B59	Create messages on character generators	65
C106	Announce radio spots	63
C124	Operate audio consoles	60
B47	Announce TV spots	58\
A41	Rewrite copy to broadcast style	58
A42	Select and set up microphones	56
B46	Announce TV news, weather, or sports	54
C105	Announce radio news, weather, or sports, other than sports play-by-play broadcasts	54
C136	Select background music or sound effects for radio productions	54
B102	Write TV spot announcements	53
C143	Write radio Spot announcements	53
B84	Operate TV studio cameras	53
A33	Produce emergency spot announcements	53
C120	Edit radio spot announcements	51
B96	Shoot TV news inserts	49
C135	Record radio spot announcements	49
A2	Arrange or coordinate Electronic News Gathering (ENG) with appropriate personnel	49
B100	Write TV news inserts	47
C104	Announce radio music programs	47
B97	Shoot TV spot announcements	47
B76	Edit TV news inserts	46
B50	Compile news elements for TV newscast scripts	46
B78	Edit TV spot announcements	46
B66	Develop TV spot announcement concepts	46
B53	Conduct ENG as a team	46
A30	Maintain stock video and audio libraries	46
C126	Prepare music show elements for air	44
B51	Compose TV graphics	44
C142	Write radio readers	42
B95	Shoot TV features	42
C137	Select music show elements	42
A32	Perform checks of broadcast equipment	40
C109	Conduct in-studio radio interviews	40
B101	Write TV newscast scripts	37

* Average Number of Tasks Performed - 56

considered important for first-enlistment airman training (TE), and a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel. This decision must be weighed against percentages of personnel performing the tasks, command concerns, and other issues.

Table 14 lists the tasks having the highest TE ratings, as well as the percentages of first-job, first-enlistment, and TD ratings for each task. The majority of high TE tasks are performed by high percentages of both groups. Most tasks involve performing television broadcasting activities.

Table 15 lists the tasks having the highest TD rating, with the percentages of first-job, first-enlistment, 3-, 5-, 7-skill level personnel performing, and TE ratings included for each task. The majority of tasks with high difficulty involve mostly management and supervisory tasks. Most of the tasks with high difficulty were either performed higher by the 5- and 7-skill levels, or performed very little or not at all across all levels. Various lists of tasks, accompanied by TD ratings, are contained in the Training Extract package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TD and TE ratings, see the Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS)

A comprehensive review of the STS was made by comparing survey data to STS elements. SMEs matched JI tasks to appropriate STS sections and subsections. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS matching, has been forwarded to the school for further review of training documents.

Typically, tasks which have sufficiently high TE and TD ratings and are performed by at least 20 percent of personnel in appropriate experience or skill-level groups (such as first-enlistment or 1-48 months TAFMS, and 5- and 7-skill level groups), should be considered for inclusion in the STS. Likewise, tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS. Five line items from the STS were not supported by 20 percent of personnel. Examples of these items are in Table 16, along with the accompanying JI task and survey data. Training personnel and SMEs should review these areas to determine if inclusion in future revisions to the STS is warranted.

TABLE 14

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)
BY AFSC 3N0X2 PERSONNEL

| TASKS | | PERCENT MEMBERS PERFORMING | | | |
		TNG EMP*	1ST JOB	1ST ENL	TASK DIFF**
B54	Conduct ENG solo	7.07	66	65	5.48
B101	Write TV newscast scripts	6.93	34	37	5.24
B96	Shoot TV news inserts	6.93	50	49	4.96
A41	Rewrite copy to broadcast style	6.87	61	58	4.72
C143	Write radio spot announcements	6.83	59	53	4.72
B100	Write TV news inserts	6.83	48	47	5.15
B46	Announce TV news, weather, or sports	6.73	57	54	4.53
B47	Announce TV spots	6.70	59	58	4.04
C141	Write radio newscast scripts	6.63	32	33	4.90
B102	Write TV spot announcements	6.63	55	53	4.86
C142	Write radio readers	6.63	48	42	4.19
B53	Conduct ENG as a team	6.60	45	46	4.65
B97	Shoot TV spot announcements	6.53	48	47	5.28
B70	Direct TV newscasts	6.53	25	26	6.53
B76	Edit TV news inserts	6.47	43	46	4.92
C124	Operate audio consoles	6.47	64	60	3.54
C106	Announce radio spots	6.37	68	63	3.81
B90	Select and set up TV studio lighting	6.37	25	25	6.76

* Mean TE Rating is 1.37, and Standard Deviation is 1.76 (High TE = 3.13)
** Average TD Rating is 5.00

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TABLE 15

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD) BY AFSC 3N0X2 PERSONNEL

TASKS		TASK DIFF*	1ST JOB	1ST ENL	3N032	3N052	3N072	TNG EMP*
E194	Design newspaper layouts	7.16	0	2	0	2	0	0
B91	Select and set up remote TV production lighting	7.12	34	33	30	47	28	60.7
A19	Design news or sportscast formats	7.11	14	18	17	29	25	3.17
J589	Initiate host-tenant or interservice agreements	7.10	0	0	0	0	25	2.00
E208	Edit speeches	7.07	2	2	2	0	0	.13
B85	Plan TV remote broadcasts	7.06	0	5	6	8	13	2.13
A23	Develop broadcast campaign strategies for special events or command topics	7.05	18	18	19	23	38	3.40
B71	Direct TV special event programs	6.98	14	12	11	17	10	4.37
J507	Approve public affairs budget expenditures	6.92	0	0	0	3	3	0
G345	Draft statements for news conferences	6.90	0	0	0	0	0	.17
J543	Develop recruiting station advertising plans	6.90	0	0	0	2	0	0
B60	Design and construct news or interview sets	6.81	11	14	11	26	15	1.90
J536	Develop budget inputs on major broadcasting equipment	6.80	0	0	0	9	33	2.03
B68	Direct TV feature programs	6.76	11	12	9	12	10	4.70
B90	Select and set up TV studio lighting	6.75	25	25	26	35	23	6.37
J526	Coordinate host-tenant or interservice agreements with appropriate agencies	6.73	0	0	2	3	30	1.57
E206	Edit newspapers or magazines	6.73	0	0	0	0	0	0
E202	Edit feature articles	6.73	0	2	0	2	3	.27
E201	Edit editorials	6.73	0	2	0	2	0	0
E204	Edit news articles	6.73	0	5	2	3	5	.23

*   Average TD Rating is 5.00
** Mean TE Rating is 1.37, and Standard Deviation is 1.76 (High TE = 3.13)

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TABLE 16

EXAMPLES OF STS ITEMS NOT SUPPORTED BY OSR DATA FOR DAFSC 3N0X2
(PERCENT MEMBERS PERFORMING)

| STS REFERENCE/TASKS | 3-LVL PROF CODE | TNG EMP | % MEMBERS PERFORMING | | | TSK DIF |
			1ST ENL (N=)	5-LVL (N=)	7-LVL (N=)	
1.3.3 Prepare and maintain daily program logs	K					
C122 Maintain radio spot availability schedules		4.10	11	14	8	3.55
B82 Maintain TV spot availability schedules		3.13	18	11	10	3.26
B58 Create TV program logs		2.13	11	5	13	4.49
4.4.2 Deliver sports	P					
A1 Announce sports play-by-play broadcasts		1.27	7	3	8	5.68
5.2.3 Prepare actualities/inserts	P					
B72 Edit sports inserts		5.00	19	18	5	4.57
B61 Develop sports insert concepts		3.97	18	9	10	5.32
5.6.5 Produce spot	P					
F289 Prepare promotional materials on military events		.13	4	5	8	5.42
5.10.1 Perform as director	P					
B69 Direct TV interview programs		5.40	11	15	10	6.55
B68 Direct TV feature programs		4.70	12	12	10	6.80
B71 Direct TV special event programs		4.37	12	17	10	7.05
B52 Conduct crew rehearsals		3.53	11	15	18	4.81
5.13 Remote Operations	-					

TD MEAN = 5.00; SD = 1.00
TE MEAN = 1.37; SD = 1.76

34

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. Since the JI for the current study included both the Radio and Television Broadcasting and the Public Affairs career fields, there are a large number of tasks not referenced by 20 percent or more of the personnel.

Example of tasks performed by at least 20 percent of STS target group respondents, but which are not referenced to any STS element are displayed in Table 17. Training personnel and SMEs should review these and other unreferenced tasks to determine STS inclusion.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

The Radio and Television Broadcasting and Public Affairs survey booklet included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making the following comparisons: (1) among TAFMS groups of the Radio and Television Broadcasting career ladder and a comparative sample of personnel from other Mission Equipment Management career ladders surveyed in 1996; and (2) across specialty groups identified in the **SPECIALTY JOBS** section of the report.

Table 18 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Command Support AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 3N0X2 personnel compares with similar Air Force specialties. All three TAFMS groups reported a higher level of job interest when compared to other Command Support AFSCs. The 1-48 months TAFMS group for the 3N0X2 career field were much higher in every category except the reenlistment intentions. Similarly, the 49-96 months TAFMS and the 97+ months TAFMS were slightly higher for all of the job satisfaction indicators except the reenlistment intentions.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 19 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 3N0X2. Overall, job satisfaction was very high across specialty jobs. The Television Directors Job had very low job satisfaction across all indicators. Job satisfaction was highest for the Instructors Job and the Radio Broadcasting Cluster.

TABLE 17

TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS BUT NOT REFERENCED BY STS FOR DAFSC 3N0X2

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING					TSK DIF
			1ST JOB	1ST ENL	3N032 (N=53)	3N052 (N=66)	3N072 (N=40)	
B54	Conduct ENG solo	7.07	66	65	62	71	33	5.48
B96	Shoot TV news inserts	6.93	50	49	47	56	13	4.96
B53	Conduct ENG as a team	6.60	45	46	45	65	30	4.65
B97	Shoot TV spot announcements	6.53	48	47	45	41	15	5.28
C128	Produce interview programs	5.87	20	19	23	20	15	5.32
B95	Shoot TV features	5.73	41	42	45	45	10	5.66
C129	Produce radio features	5.70	25	23	25	27	10	5.54
C118	Edit radio features	5.63	23	21	21	29	5	4.83
C114	Develop drop-ins for radio musical programs	5.37	36	32	30	18	5	4.72
B94	Shoot sports inserts	5.07	23	28	28	21	5	5.13
B77	Edit TV special event programs	4.97	20	21	17	30	13	5.68
C117	Edit drop-ins for radio musical programs	4.97	30	26	26	15	5	4.71
C132	Record drop-ins for radio musical programs	4.90	30	26	26	17	8	4.25
C119	Edit radio music programs	4.70	20	19	21	12	5	4.84
A8	Clear interview statements prior to broadcasting	4.27	36	35	40	44	33	3.59
B93	Shoot special event programs	4.27	36	39	36	29	15	5.61
B81	Maintain spot air tapes	3.93	20	25	25	24	18	2.93
K657	Conduct broadcast-specific OJT	3.83	14	14	15	39	60	5.23
C115	Develop radio program formats	3.73	14	12	13	12	18	6.29
A30	Maintain stock video and audio libraries	3.67	50	46	45	53	25	2.03

TD MEAN = 5.00; SD = 1.00

TABLE 18

JOB SATISFACTION INDICATORS FOR ACTIVE DUTY AFSC 3N0X2 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 3N0X2 (N=57)	COMP SAMPLE (N=140)	AFSC 3N0X2 (N=35)	COMP SAMPLE (N=106)	AFSC 3N0X2 (N=67)	COMP SAMPLE (N=230)
EXPRESSED JOB INTEREST:						
INTERESTING	91	66	86	66	91	76
SO-SO	5	22	0	23	6	16
DULL	4	12	14	11	3	8
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	93	78	83	80	87	86
LITTLE OR NOT AT ALL	7	22	17	20	13	14
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	93	85	83	81	85	81
LITTLE OR NOT AT ALL	7	15	17	19	15	19
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	88	69	77	70	84	74
NEUTRAL	0	15	3	13	6	10
DISSATISFIED	12	16	20	17	10	16
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	40	63	66	72	69	73
NO, OR PROBABLY NO	60	37	34	28	10	5
PLAN TO RETIRE	0	0	0	0	21	21

TABLE 19

COMPARISONS OF JOB SATISFACTION INDICATORS FOR MEMBERS OF SPECIALTY JOBS FOR AFSC 3N0X2
(PERCENT MEMBERS RESPONDING)

	SUPERVISORS (STG072) (N=35)	TV MANAGERS (STG074) (N=7)	INSTRUCTORS (STG054) (N=5)	TV DIRECTORS (STG096) (N=7)
EXPRESSED JOB INTEREST:				
INTERESTING	97	86	100	57
SO-SO	3	0	0	14
DULL	0	14	0	29
PERCEIVED UTILIZATION OF TALENTS:				
FAIRLY WELL TO PERFECTLY	97	71	100	43
LITTLE OR NOT AT ALL	3	29	0	57
PERCEIVED UTILIZATION OF TRAINING:				
FAIRLY WELL TO PERFECTLY	91	86	80	57
LITTLE OR NOT AT ALL	9	14	20	43
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:				
SATISFIED	91	100	100	29
NEUTRAL	3	0	0	14
DISSATISFIED	6	0	0	57
REENLISTMENT INTENTIONS:				
YES, OR PROBABLY YES	71	43	60	29
NO, OR PROBABLY NO	11	14	0	43
PLAN TO RETIRE	17	43	40	28

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TABLE 19 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS FOR AFSC 3N0X2
(PERCENT MEMBERS RESPONDING)

	TV BROADCASTERS (STG082) (N=44)	RADIO BROADCASTERS (STG055) (N=29)	SPOT ANNOUNCERS (STG071) (N=8)
EXPRESSED JOB INTEREST:			
INTERESTING	98	100	100
SO-SO	2	0	0
DULL	0	0	0
PERCEIVED UTILIZATION OF TALENTS:			
FAIRLY WELL TO PERFECTLY	91	100	100
LITTLE OR NOT AT ALL	9	0	0
PERCEIVED UTILIZATION OF TRAINING:			
FAIRLY WELL TO PERFECTLY	93	100	100
LITTLE OR NOT AT ALL	7	0	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:			
SATISFIED	86	93	100
NEUTRAL	2	3	0
DISSATISFIED	11	3	0
REENLISTMENT INTENTIONS:			
YES, OR PROBABLY YES	41	48	63
NO, OR PROBABLY NO	57	48	37
PLAN TO RETIRE	2	2	0

39

When there are issues in an occupation that are not directly addressed in the JI, survey respondents frequently provide write-in comments. The majority of write-in comments dealt with explaining the type of job held or expanded upon the specific type of equipment used. Very few comments addressed anything other than the above mentioned topics.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted as part of a 5-year cycle and to provide training personnel with current information on the Radio and Television Broadcasting career ladder for use in reviewing current training programs and training documents. Overall job progression is normal and shows a distinct pattern as one moves from the 3- to the 7-skill level. The AFMAN 36-2108 *Specialty Description* broadly describes jobs and tasks being performed. Job satisfaction is high for almost every group, except the Television Directors Job. Analysis of career ladder documents indicates the STS contains some unsupported line items and learning objectives, and excludes several tasks covering both Radio and Television Broadcasting duties. The unsupported items should be reviewed to determine if their inclusion in future revisions of the STS is warranted.

From the standpoint of data gathered during this OSR, the AFSC 3N0X2 career ladder structure reflects a fairly small number of jobs performed by career ladder members. Most of the personnel are working in the Supervisor, Radio Broadcasting, or Television Broadcasting clusters. Over two-thirds of career ladder members spend their time in one of those three clusters. Despite the diversity of work found in the career ladder, job progression shows a distinct pattern as one moves from the 3- to the 7-skill levels.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS

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TABLE A1

REPRESENTATIVE TASKS PERFORMED
SUPERVISORS
(N=35)

TASKS		PERCENT MEMBERS PERFORMING
J575	Evaluate personnel for compliance with performance standards	94
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	91
J565	Evaluate audio and video products for quality and policy compliance	89
J529	Critique broadcasts and on-air products	89
J561	Establish performance standards for subordinates	89
J638	Supervise military personnel	86
J576	Evaluate personnel for promotion, demotion, reclassification, or special awards, other than media contest awards	86
J645	Write performance reports or supervisory appraisals	86
K657	Conduct broadcast-specific OJT	83
K660	Determine training requirements	83
K659	Counsel trainees on training progress	83
K667	Evaluate personnel to determine training needs	83
J627	Schedule work assignments or priorities	83
J547	Develop or establish work methods or procedures	80
J592	Inspect personnel for compliance with military standards	80
J649	Write recommendations for awards or decorations	80
J579	Evaluate work schedules	80
B79	Evaluate quality of TV programs or inserts	77
J593	Interpret policies, directives, or procedures for subordinates	77
J550	Direct training functions	77
K679	Schedule personnel for training	77
J580	Evaluate workload requirements	77
K665	Develop or maintain training records	77
K671	Evaluate progress of trainees	74
J535	Determine or establish work assignments or priorities	74
J528	Counsel subordinates concerning personal matters	74
K678	Schedule training	74
J548	Develop or establish work schedules	74
K672	Implement OJT programs	71
J522	Conduct supervisory performance feedback sessions	71
J566	Evaluate broadcast products and individuals for media contest awards	71
A13	Coordinate broadcasting activities with public affairs office	71

Average number of tasks performed = 138

A1

TABLE A2

REPRESENTATIVE TASKS PERFORMED
TV MANAGERS
(N=7)

TASKS		PERCENT MEMBERS PERFORMING
A39	Review radio or TV program logs for accuracy and content	100
A31	Monitor satellite network advisories	100
B88	Program TV automation systems	86
B79	Evaluate quality of TV programs or inserts	86
B81	Maintain spot air tapes	86
B45	Annotate TV program logs	86
A24	Duplicate audiotapes or videotapes	86
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	86
A18	Degauss tapes	86
J633	Supervise civilian employees	71
J638	Supervise military personnel	71
J627	Schedule work assignments or priorities	71
A32	Perform checks of broadcast equipment	71
B59	Create messages on character generators	71
A27	Inventory AFRTS programming materials	71
J535	Determine or establish work assignments or priorities	71
K657	Conduct broadcast-specific OJT	71
J547	Develop or establish work methods or procedures	71
J565	Evaluate audio and video products for quality and policy compliance	57
J598	Manage TV operations activities	57
J632	Supervise broadcast operations	57
A11	Complete satellite network discrepancy reports	57
B92	Ship AFRTS video library materials	57
J508	Assign personnel to work areas or duty positions	57
M716	Identify and report equipment or supply problems	57
J645	Write performance reports or supervisory appraisals	57
K671	Evaluate progress of trainees	57
J506	Annotate time and attendance sheets for civilian employees	57
A26	File radio or TV program logs	57
J575	Evaluate personnel for compliance with performance standards	57
J550	Direct training functions	57
K679	Schedule personnel for training	57

Average number of tasks performed = 50

TABLE A3

REPRESENTATIVE TASKS PERFORMED
INSTRUCTOR
(N=5)

TASKS		PERCENT MEMBERS PERFORMING
K671	Evaluate progress of trainees	100
K674	Personalize lesson plans	100
K655	Conduct formal course classroom training	80
E191	Check copy for style	80
K663	Develop training materials or aids	80
K668	Evaluate training methods or techniques of instructors	80
K664	Develop training programs, plans, or procedures	80
K673	Inspect training materials or aids for operation or suitability	60
K659	Counsel trainees on training progress	60
A41	Rewrite copy to broadcast style	60
K667	Evaluate personnel to determine training needs	60
K651	Administer or score tests	60
K661	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	60
K670	Evaluate effectiveness of training programs, plans or procedures	60
M735	Store equipment, tools, parts, or supplies	60
K669	Evaluate training requirements for instructors	60
J620	Review manuscripts	40
K660	Determine training requirements	40
J575	Evaluate personnel for compliance with performance	40
B53	Conduct ENG as a team	40
M715	Evaluate serviceability of equipment, tools, parts, or supplies	40
K678	Schedule training	40
K679	Schedule personnel for training	40
A32	Perform checks of broadcast equipment	40
K677	Procure training aids, space, or equipment	40
B48	Block studio TV cameras	40
A18	Degauss tapes	40

Average number of tasks performed = 37

TABLE A4

REPRESENTATIVE TASKS PERFORMED
TV DIRECTORS
(N=7)

TASKS		PERCENT MEMBERS PERFORMING
A24	Duplicate audiotapes or videotapes	100
B84	Operate TV studio cameras	100
A18	Degauss tapes	100
B90	Select and set up TV studio lighting	100
A42	Select and set up microphones	86
A5	Catalog and label locally produced broadcasting materials	86
B48	Block studio TV cameras	86
B52	Conduct crew rehearsals	86
B93	Shoot special event programs	86
B91	Select and set up remote TV production lighting	86
B59	Create messages on character generators	86
A30	Maintain stock video and audio libraries	71
B60	Design and construct news or interview sets	71
A32	Perform checks of broadcast equipment	71
A20	Design production aids	71
A12	Conduct site surveys of broadcast locations	71
A41	Rewrite copy to broadcast style	71
B49	Clean video camera lens and accessories	71
B53	Conduct ENG as a team	71
B54	Conduct ENG solo	71
J599	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	57
B102	Write TV spot announcements	57
A22	Develop special event programs	57
B78	Edit TV spot announcements	57
B97	Shoot TV spot announcements	57
A2	Arrange or coordinate Electronic News Gathering (ENG) with appropriate personnel	57
C124	Operate audio consoles	43
B51	Compose TV graphics	43
J565	Evaluate audio and video products for quality and policy compliance	43

Average number of tasks performed = 40

TABLE A5

REPRESENTATIVE TASKS PERFORMED
TELEVISION BROADCASTING
(N=44)

TASKS		PERCENT MEMBERS PERFORMING
B54	Conduct ENG solo	95
B100	Write TV news inserts	93
B76	Edit TV news inserts	93
B50	Compile news elements for TV newscast scripts	91
B96	Shoot TV news inserts	89
B46	Announce TV news, weather, or sports	89
B53	Conduct ENG as a team	89
A42	Select and set up microphones	89
A41	Rewrite copy to broadcast style	84
B101	Write TV newscast scripts	82
A2	Arrange or coordinate Electronic News Gathering (ENG) with appropriate personnel	82
A24	Duplicate audiotapes or videotapes	82
B95	Shoot TV features	80
A43	Submit radio or TV news stories to outside news agencies	80
B84	Operate TV studio cameras	77
B49	Clean video camera lens and accessories	77
B99	Write TV features	75
B59	Create messages on character generators	75
B74	Edit TV features	73
C107	Compile news elements for radio newscast scripts	70
B56	Conduct in-studio TV interviews	68
C141	Write radio newscast scripts	66
A13	Coordinate broadcasting activities with public affairs office	66
B51	Compose TV graphics	64
A8	Clear interview statements prior to broadcasting	64
B47	Announce TV spots	61
A5	Catalog and label locally produced broadcasting materials	61
B86	Prioritize news elements for TV newscasts	57
C124	Operate audio consoles	57
A30	Maintain stock video and audio libraries	57
B64	Develop TV news insert concepts	57
C111	Conduct telephone radio interviews	57
A18	Degauss tapes	

Average number of tasks performed = 65

TABLE A6

REPRESENTATIVE TASKS PERFORMED
RADIO BROADCASTING
(N=29)

TASKS		PERCENT MEMBERS PERFORMING
C106	Announce radio spots	100
C104	Announce radio music programs	97
C136	Select background music or sound effects for radio productions	97
C124	Operate audio consoles	93
C105	Announce radio news, weather, or sports, other than sports play-by-play broadcasts	93
C109	Conduct in-studio radio interviews	93
C143	Write radio spot announcements	90
C126	Prepare music show elements for air	90
C120	Edit radio spot announcements	90
C135	Record radio spot announcements	90
C103	Annotate radio program logs	90
C137	Select music show elements	83
A4	Broadcast emergency spot announcements	83
A18	Degauss tapes	79
A5	Catalog and label locally produced broadcasting materials	79
A33	Produce emergency spot announcements	79
C142	Write radio readers	72
C131	Program and select music for radio broadcasts	72
C132	Record drop-ins for radio musical programs	72
A41	Rewrite copy to broadcast style	72
C111	Conduct telephone radio interviews	72
C112	Conduct remote radio programs	72
C138	Update radio Super Scheduler	69
C117	Edit drop-ins for radio musical programs	69
C114	Develop drop-ins for radio musical programs	69
C113	Create radio show logs	66
C139	Write drop-ins for radio musical programs	66
A24	Duplicate audiotapes or videotapes	66
C118	Edit radio features	62
A42	Select and set up microphones	62
C129	Produce radio features	59
C119	Edit radio music programs	59
C121	Maintain radio music libraries	59

Average number of tasks performed = 79

A6

TABLE A7

REPRESENTATIVE TASKS PERFORMED
SPOT ANNOUNCING
(N=8)

TASKS		PERCENT MEMBERS PERFORMING
B102	Write TV spot announcements	100
B66	Develop TV spot announcement concepts	100
B97	Shoot TV spot announcements	100
B59	Create messages on character generators	100
B78	Edit TV spot announcements	88
B47	Announce TV spots	88
B62	Develop storyboards	88
A33	Produce emergency spot announcements	75
B45	Annotate TV program logs	75
A4	Broadcast emergency spot announcements	75
B51	Compose TV graphics	63
B81	Maintain spot air tapes	63
B91	Select and set up remote TV production lighting	63
A5	Catalog and label locally produced broadcasting materials	63
A42	Select and set up microphones	63
B54	Conduct ENG solo	50
A24	Duplicate audiotapes or videotapes	50
A26	File radio or television (TV) program logs	50
A35	Record programs from AFRTS Satellite Network (SATNET)	50
A14	Coordinate emergency spot announcements with appropriate personnel	50
A34	Provide radio and TV broadcast schedules to newspapers	38
A44	Track publicity requests	38
B83	Maintain TV spot inventories	38
A21	Determine timings for local productions	38
A29	Maintain publicity request files	38
B88	Program TV automation systems	38
A16	Coordinate publicity requests with appropriate broadcast sections	38
A41	Rewrite copy to broadcast style	38
A30	Maintain sock video and audio libraries	38
C135	Record radio spot announcements	38
B84	Operate TV studio cameras	38

Average number of tasks performed = 32

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